



State of California
Employment Training Panel

Training Proposal for:
East Bay Spanish Speaking Citizens' Foundation

Agreement Number: ET09-0203

Panel Meeting of: **July 25, 2008**

ETP Regional Office: **San Francisco Bay Area**

Analyst: T. Teles

PROJECT PROFILE

Contract

Type: At-Risk Youth

HUA - New Hire

Industry

Sector(s): Various Industries

Counties

Served: Alameda

Repeat

Contractor: ☐ Yes ☒ No

Union(s): ☐ Yes ☒ No

Priority

Industry: ☐ Yes ☒ No

Turnover Rate %	Manager/ Supervisor %
N/A	N/A

FUNDING DETAIL

Program Costs	Support Costs	Total ETP Funding
\$66,300	\$6,344	\$72,644

In-Kind Contribution
\$0

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Average No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	At-Risk Youth HUA – New Hire	Business Skills Commercial Skills Computer Skills	26	24 - 150	0	\$2,794	\$8.76
				Weighted Avg: 150			

Minimum Wage by County: \$8.76 for Oakland, in Alameda County, as a HUA

Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: ☐ Yes ☐ No ☒ Maybe

Participating employers may use health benefits to meet the Post-Retention Wage.

Other Benefits: Vary among participating employers

Wage Range by Occupation	
Occupation Title	Wage Range
Solar Installation Worker	
Energy Efficiency Worker	

INTRODUCTION

In this proposal, East Bay Spanish Speaking Citizens' Foundation (SSCF) seeks funding for retraining as outlined below:

SSCF was established in 1965 to improve the lives of low-income Latinos in the Oakland area. Its mission is to help Oakland families embrace their heritage and develop as civic leaders by promoting educational enrichment and civic responsibility. Each year SSCF assists 12,000 members of the community and offers a range of bilingual programs on such topics as: immigration and citizenship, education and leadership, and information and referral.

SSCF is requesting ETP funds to conduct a training program for 26 At-Risk Youth who are currently employed or unemployed at the start of training. The training will be for workers in the solar installation and energy efficiency industry. SSCF reports it has trained and placed 70% of its youth trainees over the past 24 months with various employers.

SSCF is eligible to contract with ETP under California Unemployment Insurance Code 10205 (c) as a Workforce Investment Act (WIA) Grant Recipient and Administrative Entity. This project will be funded under the Panel's guidelines for the Ex-Offender/At-Risk Youth pilot program, although the trainees will be limited to at-risk youth.

PROJECT DETAILS

Demand for Training

According to SSCF, the number of individuals and businesses that are moving to solar technology is increasing due to the high costs of oil based energy and environmental concerns. The foundation worked with employers in the solar installation industry to develop a training program that will meet their needs for trained solar installers and energy efficiency workers. These needs are expected continue increasing with the demand for green energy.

Business Skills: Trainees will learn skills necessary work in a business setting and work as part of a team. Trainees will also learn written and personal communication skills as well as how to manage a project and order materials.

Computer Skills: This training will teach the trainees how to use computer software to order materials, plan a project, and enter the necessary data to work on and complete a job.

Commercial Skills: SSCF worked with industry experts to develop a curriculum that will train at-risk youth in the solar installation and energy efficiency field. Trainees will learn all aspects of photovoltaic systems and equipment (solar installation) from marketing and applications, to installation and troubleshooting.

At-Risk Youth

Under the Ex-Offender/At-Risk Youth Pilot Project, employers are not required to demonstrate out-of-state competition and trainees are exempt from standard eligibility requirements. Other special standards are outlined below.

Eligibility

Young adults between 18 and 23 years of age may be deemed to be at-risk if they are not in school or employed full-time at time of recruitment and meet one of the following criteria:

- Previously involved in or heavily exposed to gang activities
- History of drug addiction
- Have child on public assistance
- Parent is incarcerated
- High school dropout

These eligibility standards are consistent with the Panel Guidelines for At-Risk Youth projects. Employers are not required to demonstrate out-of-state competition and trainees are exempt from standard eligibility requirements.

Retention

Retention may be satisfied by employment of at least 30 hours a week for at least 90 days, with up to three employers. For occupations in which workers are hired for short-term jobs, retention may be satisfied by employment of at least 500 hours within 180 days, with up to three employers.

Incidental placement with non-profit entities is permissible, not to exceed 35% of the total number of trainees retained in employment due to the difficulty of serving the At-Risk Youth population.

HUA Wage Modification

The Panel targets training in California counties and cities that have unemployment rates at least 25% higher than the state unemployment rate. The Panel may approve a wage modification of up to 25% below the ETP Minimum Wage for training in a High Unemployment Area (HUA). SSCF is requesting that the \$11.68 new-hire wage in Oakland, Alameda County, be reduced to \$8.76.

Oakland qualifies as a HUA based on its unemployment rate (10%) compared to the statewide unemployment rate set by the EDD's Labor Market Information Division (6.8%). Thus, the requested wage modification is authorized by the Panel's pilot program guidelines for Ex-Offender/At-Risk Youth in a HUA.

RECOMMENDATION

For the reasons set forth above, staff recommends approval of this proposal, including the HUA wage modification.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

The YMCA of Oakland will provide a portion of the Business Skills training. Rising Sun Energy Center in Oakland will provide the Energy Efficiency training. Sun Energy of Oakland will provide the solar installation training.

Exhibit B: Menu Curriculum**Class/Lab Hours**

24 – 150 Trainees will be provided any of the following types of training:

Business Skills

- Written and Interpersonal Communication
- Conflict Resolution
- Teambuilding/Teamwork
- Organizational Skills
- Project Management
- Materials Requirements and Management

Computer Skills

- Windows Operating System/Application

Commercial Skills

- Markets and Application for Photovoltaic Systems
- Safety Hazards of Photovoltaic Systems
- Practices and Protective Equipment During Photovoltaic System Installation and Maintenance
- Basics Electrical Terms and Circuit Values
- Solar Energy Fundamentals
- Photovoltaic Module Fundamental
- Purpose and Operation of Photovoltaic Module Fundamentals
- Photovoltaic System Sizing
- Photovoltaic System Electrical Design
- Photovoltaic System Mechanical Design
- Photovoltaic System Performance Analysis and Troubleshooting